

WJHG - TV & WECP - LD
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
News Anchor	1, 2, 3, 6, 7, 8, 9, 10, 11, 13, 12, 15, 16	13
Morning Anchor/MMJ	1, 2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 15, 16, 17	4
News Editor/Assistant Producer	1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17	15
Producer/Web Producer #1 and #2	1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17	13, 13
Multi-Media Journalist #1 and #2	1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17	13, 8
Commercial Producer	1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17	13
Director/Technical Media Producer #1, #2 and #3	1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17	8, 13, 15
Account Executive/Media Sales #1	1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 15, 16, 17, 19	15
Morning Live Reporter/MMJ	1, 2, 3, 5, 6, 7, 8, 9, 10, 11, 12, 15, 16	5
Weekend Meteorologist/MMJ	1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 20	20
Producer/Web Producer #3	1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17	15
Digital Content News Manager	1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17	13
Assistant News Director	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19	4
News Executive Producer	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19	4
Account Executive/Media Sales #2	1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16	13
Weekend Sports Anchor/MMJ	1, 2, 3, 5, 6, 7, 8, 9, 12, 13, 15, 16, 17	8
Producer/Web Producer #4	1, 2, 3, 5, 6, 7, 8, 9, 12, 15, 16, 17, 21	21
Multi-Media Journalist #3	1, 2, 3, 5, 6, 7, 8, 9, 12, 15, 20, 16, 21	8

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Gulf Coast State College 5230 W US Hwy 98 Panama City, FL 32401 James Baxley jbaxley@gulfcoast.edu	Y	0
2	National Assoc. of Hispanic Journalists Rebecca Aguilar aguilar.thereporter@yahoo.com	N	0
3	University of Florida 114 Stadium West, Gainesville, FL 32611 Alex Wilkerson pwilkerson@jou.ufl.edu Katrice Graham KGraham@jou.ufl.edu	N	0
4	Internal Hire or Promotion	N	3
5	Self-Referral	N	12
6	Chipola College 3094 Indian Circle, Marianna, FL 32446 Royce Reagan ReaganR@Chipola.Edu	N	0
7	University of Central Florida, Nicholson School of Communication 4000 Central FL Blvd, Orlando, FL 32816 Communications@UCF.edu Kayonne Riley Kayonne.riley@wucf.com	N	0
8	Gray Career Page jobs@gray.tv	N	48
9	Alabama State University, P.O. Box 271, Montgomery, AL 36101 Dr. A. David Communitisatio dokeowo@alasu.edu Dept. of Communications	Y	0
10	Career Development & Resource Center, Naval Support Activity, Panama City Beach, FL 32407 Alicia Winters alicia.winters.ctr@navy.mil	N	0
11	Career Source Gulf Coast 625 Highway 231, Panama City, FL 32405 MerrittR@workforcecenter.org No longer an entitled resource as of 5-26-2022	Y	0
12	Bay County NAACP Nancy Vietor evietor@woh.rr.com	Y	0
13	Employee referral WJHG TV 8195 Beachfront Road Panama City Beach, FL 32407	N	20

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	Non-employee referral	N	1
15	Indeed.com jobs@gray.tv	N	22
16	University of Alabama WVUA Steve Diorio sdiorio@wvua23.com	N	1
17	TV Jobs	N	1
18	WJHG Commercial	N	0
19	National Association of Black Journalists https://nabjcareers.org/ <i>Station did not post to this source directly</i>	N	3
20	Facebook	N	4
21	Career Builder https://www.careerbuilder.com/ <i>Station did not post to this source directly</i>	N	2
22	Handshake https://www.handshake.com/ <i>Station did not post to this source directly</i>	N	1
Total No. of Interviewees Referred by Recruitment Sources:			118

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	EEO Training	February 17, 2022 - Wiley Rein LLP Attorney at Law provided materials and training for FCC Equal Employment Opportunity rules including the outreach required for the opening of jobs at the stations, the non-vacancy related activities that stations should be engaging in, and the recordkeeping requirements to make sure stations keep all the necessary documents to support what the station did. WJHG VP/General Manager, WJHG News Director, WJHG Operations Manager, WJHG General Sales Manager and WJHG Office Manager participated.
2	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	February 24, 2022 – WJHG News Director participated, along with other Gray Media Group News Directors, in a University of Alabama virtual recruiting event. This event was held for soon to be graduating students of UA. They were given information on Gray Media Group’s hiring procedures, employment, and growth opportunities in the various newsroom roles.
4	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	February 28, 2022 – WJHG News Director participated, along with other Gray Media Group News Directors, in a University of Florida virtual recruiting event. This event was held for soon to be graduating students of UF. They were given information on Gray Media Group’s hiring procedures, open positions, and growth opportunities in the various newsroom roles.
5	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	March 16, 2022 – WJHG/WECP News Director traveled to the University of Florida in Gainesville to participate in the UF College of Journalism Career Fair Day. Students were interviewed for career opportunities in the WJHG News Department. Information was also shared with students about careers in the television industry. This was an opportunity to recruit spring and summer graduates for various openings at WJHG/WECP